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07 Approved For Release 2001/11/01 : CIA-RDP78-04724A000200030023-6  
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### SELECTION-OUT PROGRAM

Early this year, the Director approved a program for the identification and selection-out of the Organization of individuals whose effectiveness is substandard, that is, persons who cannot meet Organization standards of work efficiency or conduct. He pointed out that the rapid rate of employment dictated by the requirements of the Korean period resulted in the appointment of some persons who have not been able to make a reasonable contribution in behalf of the Organization's objectives. At the same time, the Director emphasized the responsibilities imposed upon the Organization for undertaking this program with painstaking objectivity.

The procedures for carrying out this program ~~which are~~ outlined below aim to assure judicious and careful deliberation in all cases.

1. The Heads of Career Services and the Deputy Directors identify those individuals who are failing to meet Organization standards and refer ~~their~~ recommendations for selection-out to the Director of Personnel.
2. An individual who is proposed for selection-out is informed of this fact by the appropriate Deputy Director or the Head of his Career Service and advised <sup>of</sup> ~~regarding~~ the reasons ~~for that proposal~~.
3. The Director of Personnel ~~conducts a review of~~ each selection-out proposal. In doing so, he holds hearings to develop the facts and advises the individual of appeal provisions.
4. Following his review, the Director of Personnel ~~either~~ (1) recommends to the Director that the employee be terminated, or (2) accepts the individual's resignation and, in meritorious cases, may provide assistance in obtaining other employment, or (3) recommends

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or effects alternative actions such as reassignment with or without reduction in grade.

Cases formally proposed to the Director of Personnel for selection-out have been resolved ~~either~~ by termination, resignation, reassignment or voluntary retirement when individuals were eligible. <sup>Up to</sup> ~~As of~~ mid-October, 56 cases have been resolved.

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27 October

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[REDACTED] secretary informs me that Mr.

[REDACTED] hoped that you would be able to review and

approve of the attached for inclusion in the Sup-

port Bulletin before you left this afternoon.

Laq